

Progress on Sustainability



DEVELOP SMART INFRASTRUCTURE

2030 GOALS

Convert **100%**

of ground support equipment in Singapore hub to sustainable energy resources, for example, electrification by 2030.



Reduce Singapore-based Scope 1 and 2 carbon footprint by

50%

by 2030 from FY2019-20 baseline.

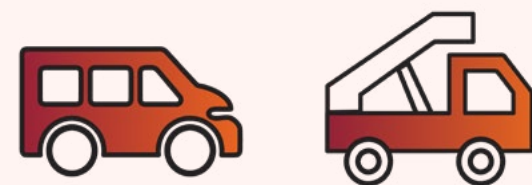


ACHIEVEMENTS

38% of our GSE have been electrified

COMPRISING

- 298** tractors
- 141** forklifts
- 2** aircraft pushback tractors



SATS conducted electric van trials for our catering operations between February to April 2022.

Completed operational trial of electric skyloader in November 2021.

Introduced **carbon intensity** as an operational metric tied to management remuneration.

Expansion of rooftop solarisation that spans about **7 football fields** and will generate more than 10,000 MWh annually.



REDUCE FOOD AND PACKAGING WASTE

2030 GOALS

1/2 food waste intensity in Singapore operations from 2021 baseline by 2028.

Introduce **100% sustainable food packaging** by 2030.



ACHIEVEMENTS



Commissioned an anaerobic digestion trial that converts food waste into heat, electricity and digestate.

→ For more details, please refer to [page 18](#)



Deployed a 500 kg food composting machine in Maldives to convert food waste into fertilizers in 24 hours.

→ For more details, please refer to [page 18](#)

SATS' subsidiary, Twyst, utilises sustainable packaging for its bowls and lids. The bowls are plastic-free and made from reclaimed and rapidly renewable sugarcane pulp, while the lids are recyclable.



NURTURE SKILLS FOR THE FUTURE

2030 GOALS

Increase average value-add per employee across all subsidiaries by **50%**, by 2030 from FY2020-21 baseline.



Touch a million lives by sharing our expertise with the communities in which we operate, by 2030 from FY2018-19 baseline.



ACHIEVEMENTS

VAPE

\$51,512

for FY2021-22 (90% increase from FY2020-21 baseline).

Touched

48,749

lives in FY2021-22 (Total cumulative lives touched from FY2018-19 is 387,612).

Employee engagement score of

76%

Contributed

831 TOTAL VOLUNTEERING HOURS

54

average hours of training per employee.

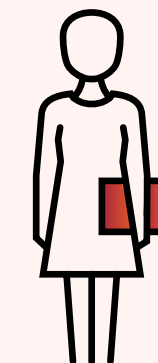
13.6% **74%**

voluntary attrition rate.

critical and key positions filled by internal talent.

31%

female representation in senior management (Currently defined as VPs and above).



26.41% rate of new hires.

